



DEPARTMENT OF THE ARMY

U.S. Army Corps of Engineers  
WASHINGTON, D.C. 20314-1000

REPLY TO  
ATTENTION OF:


CECG

29 May 1997

MEMORANDUM FOR COMMANDERS/DIRECTORS, USACE COMMANDS AND  
HQUSACE STAFF PRINCIPALS

SUBJECT: Policy Statement on Hammer Award Presentations

1. I strongly endorse and encourage members of the U.S. Army Corps of Engineers to seek external awards which recognize superior performance and innovation.
2. The Hammer Award is Vice President Al Gore's special recognition to teams of federal employees (not individuals) who have made significant contributions in support of the President's National Performance Review (NPR) principles. Those principles are: putting customers first; cutting red tape; empowering employees; and getting back to basics. This award is the Vice President's answer to yesterday's government and its \$400 hammer. Fittingly, the award consists of a \$6.00 hammer, a ribbon, and a note from Vice President Gore, all in an aluminum frame. The award recognizes new standards of excellence achieved by teams helping to reinvent government.
3. To date, the USACE teams have won 27 Awards (15 still need presentation ceremonies) and we expect to win many more over the coming years. This presentation policy applies to those needing ceremonies and to all future winners. The policy establishes equity within the Command, and provides visibility and recognition to the winning teams.
4. Because of the importance I place on these Hammer Awards, I will present them to the entire team at the project/district location as I travel about the Corps during the year. However, I will not schedule a trip solely for the purpose of presenting an award. For those award winners that I don't see during the year, USACE will recognize the Hammer Winners annually at an award ceremony at the Senior Leadership Conference (SLC). The Commanding General will present the award to a single representative from each team. MSC or District Commanders, as appropriate, will have a ceremony at the winning site to recognize the other team members.
5. I wish to recognize Hammer Award winners throughout the year because they are team awards that address revolutionizing effectiveness, a key component of our Corps Plus Strategy.

  
JOE N. BALLARD  
Lieutenant General, USA  
Commanding